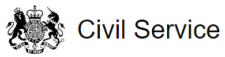


Examples from other organisations



Strong focus on building a pipeline of future leaders

Civil Service

- Civil Service HR have recently implemented a new approach to talent management across the Civil Service
 - Key objectives of the new talent management approach are to:
 1. Identify individuals with the **potential to progress to senior roles** or **technical specialist** roles
 2. **Build a pipeline** of senior roles and specialist roles
 - Focus is on the following levers:
 - Talent conversations
 - Talent assessments (9 box grid)
 - Succession Planning
 - Accelerated development schemes (7 for senior grades, 5 for junior grades)
 - Mentoring and coaching
 - Performance is not included – the approach is forward looking only
 - Transparency and clarity of the framework and processes has been a key element of the new approach
 - **Talent Toolkit** for line managers has been published
 - Tools and **support for all employees** has been published
 - Talent offers have been **mapped to points in career paths** and scales
 - **Attributes of great leaders** at the Civil Service have been shared
 - **Indicators of 'potential'** have been included in the framework
-